

MONTANA CHEMICAL DEPENDENCY CENTER

GUIDING PRINCIPLES & WORKING GUIDELINES

MCDC is a multidisciplinary team of professionals and paraprofessionals committed to providing quality care to Montana citizens with addictions and co-occurring disorders. We recognize the complex nature of our work and the necessity of establishing positive principles and guidelines within which we conduct ourselves.

Guiding Principles:

- We respect and validate each team member.
- We believe in being honest to our colleagues and patients.
- We believe in principles over personality.
- We recognize assets and successes.
- We are human; therefore, we make mistakes and learn from them.
- We believe that treatment works and anyone has the right to accept or reject treatment; to those who accept it, we are obligated to provide the best treatment possible.
- We are committed to personal and professional growth.
- We believe greater effectiveness comes from teamwork rather than individual effort.

Working Guidelines:

We commit to:

- Talking and listening; if unclear we seek clarification; if unresolved we seek the next level of authority and proceed with a problem solving attitude
- Sharing knowledge, problems, information and outcomes by explaining interests rather than taking positions
- Empowering each other and being accountable
- Promoting an environment that is safe for participation and open communication and where team members don't have to fear retribution
- Addressing issues and behaviors, not the person
- Assess the system rather than individuals whenever possible
- Promoting flexibility and being willing to consider options
- Acknowledging and validating everyone for their contribution as a team member
- Taking individual responsibility in asking for what we need and offering solutions along with the problems or issues
- Acting interdependently rather than individually
- Not taking ourselves so seriously

3/10/04